

Human Resources in Slovak Agriculture: Impact of Selected Factors

Savov, Radovan – Lančarič, Drahoslav – Kozáková, Jana –Némethová, Veronika

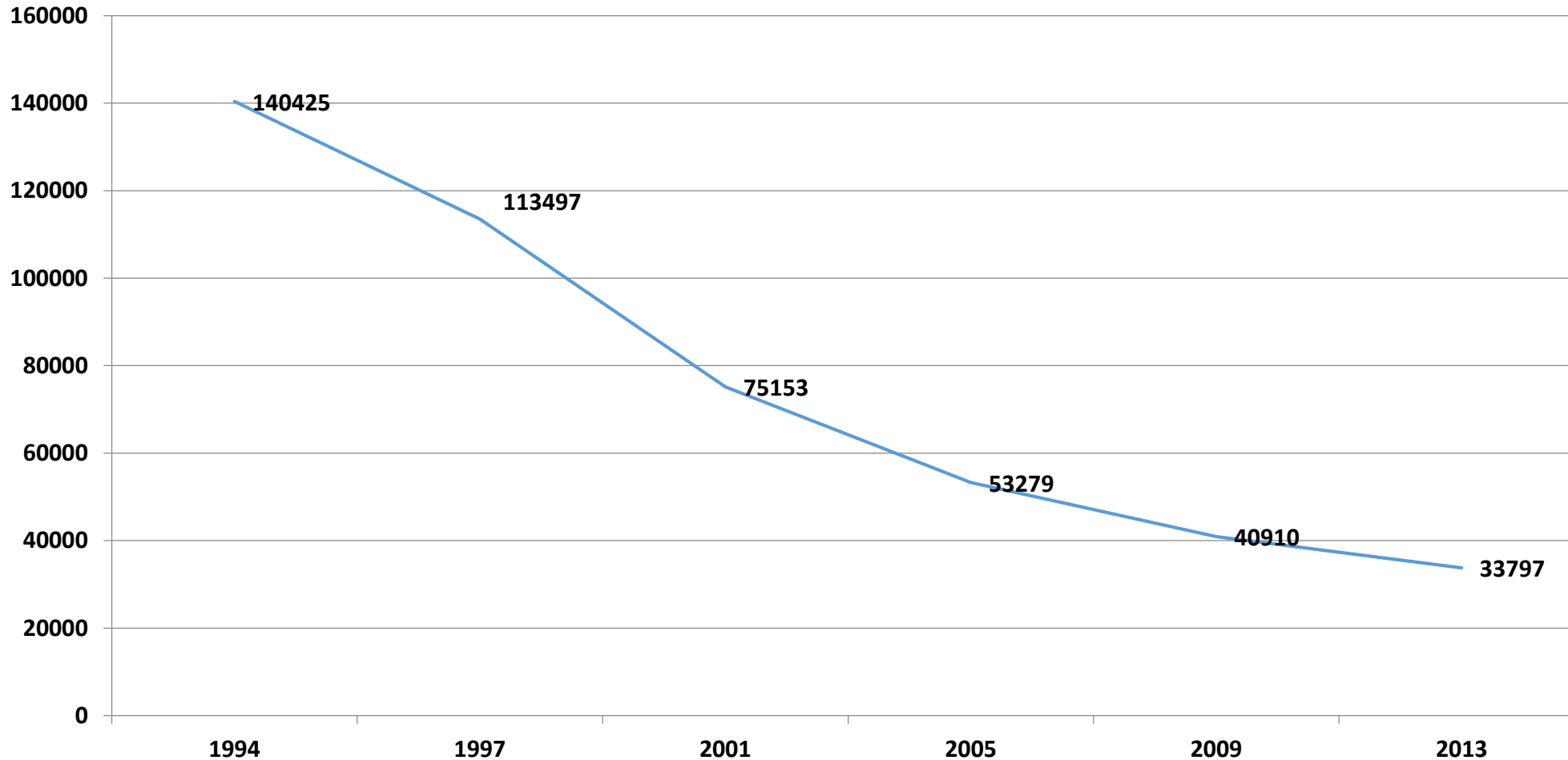
Slovak University of Agriculture in Nitra
Faculty of Economics and Management
Department of Management

Content

- Development of employment in agriculture
- Main factors influencing employment
 - social and economic changes in Slovakia
 - low wages
 - restructuring of production and sideline production cancelled
 - size of AUA per company
 - focus on efficiency and productivity
 - less employees – more entrepreneurs

Conclusion

Number of employees in Slovak agriculture



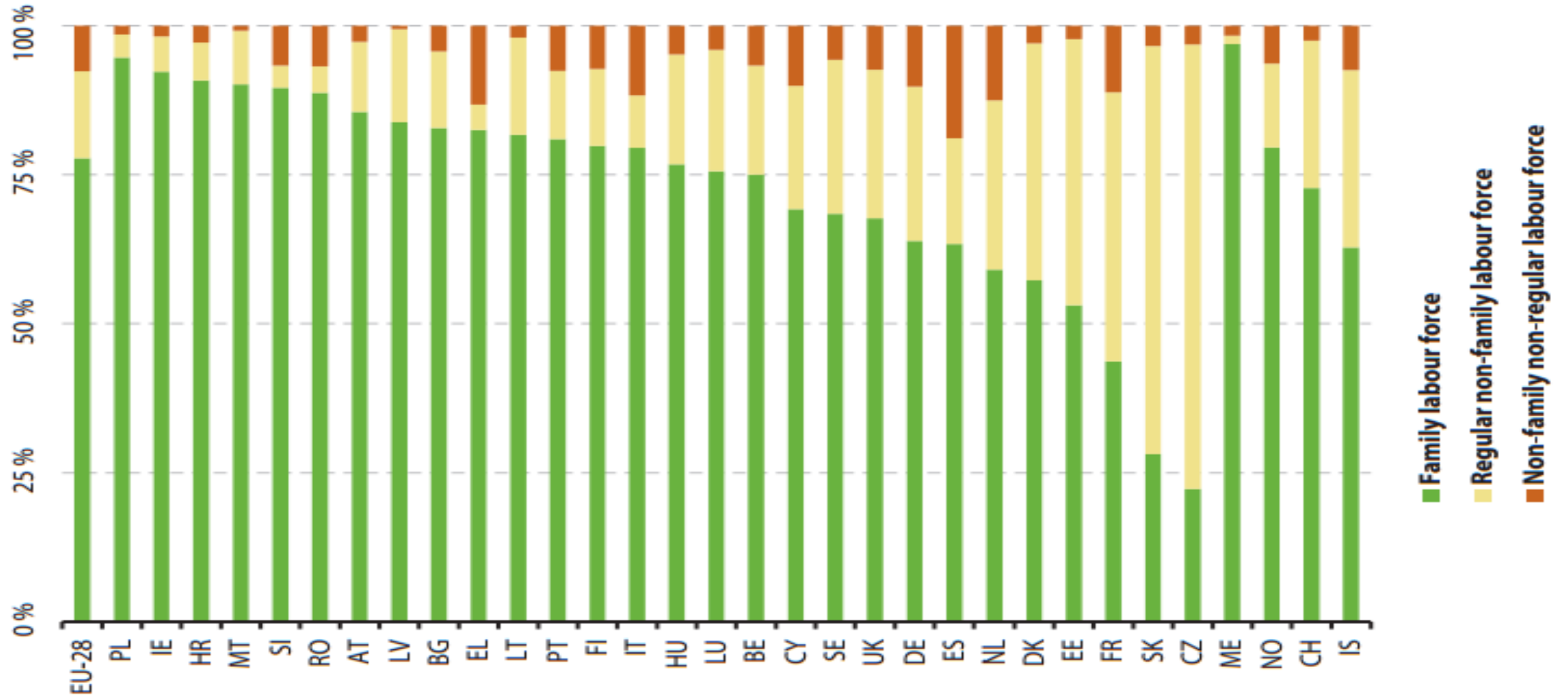
Source: MAaRD

Changes in the structure of employees

	2014/2005
employees in crop production	67,0%
employees in livestock production	56,7%
craftsmen and servicemen	44,8%
other workers	54,9%
managerial and administrative staff	61,0%

Source: MAaRD

Farm labour force (by type of labour)

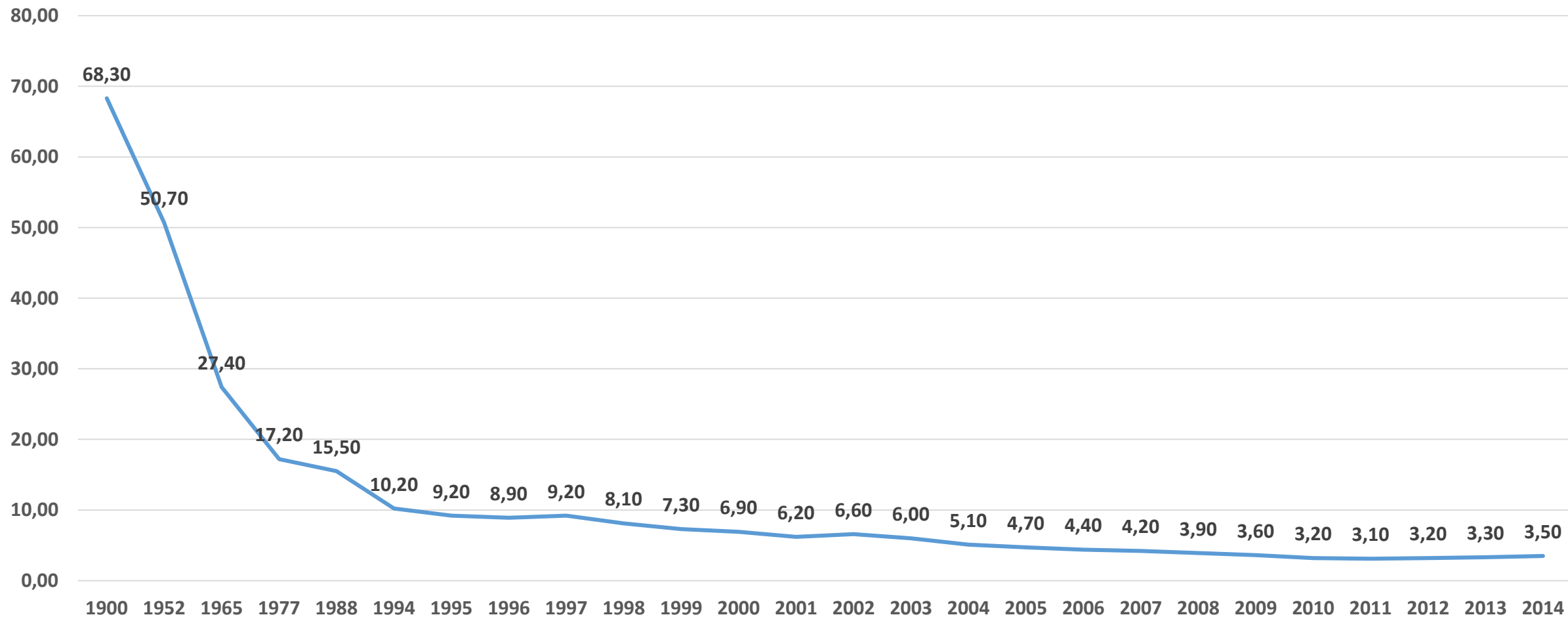


Source: Eurostat

Main factors

- **social and economic changes in Slovakia**
- low wages
- restructuring of production and sideline production cancelled
- size of AUA per company
- focus on efficiency and productivity
- less employees – more entrepreneurs

Index of employment in agriculture (in %)

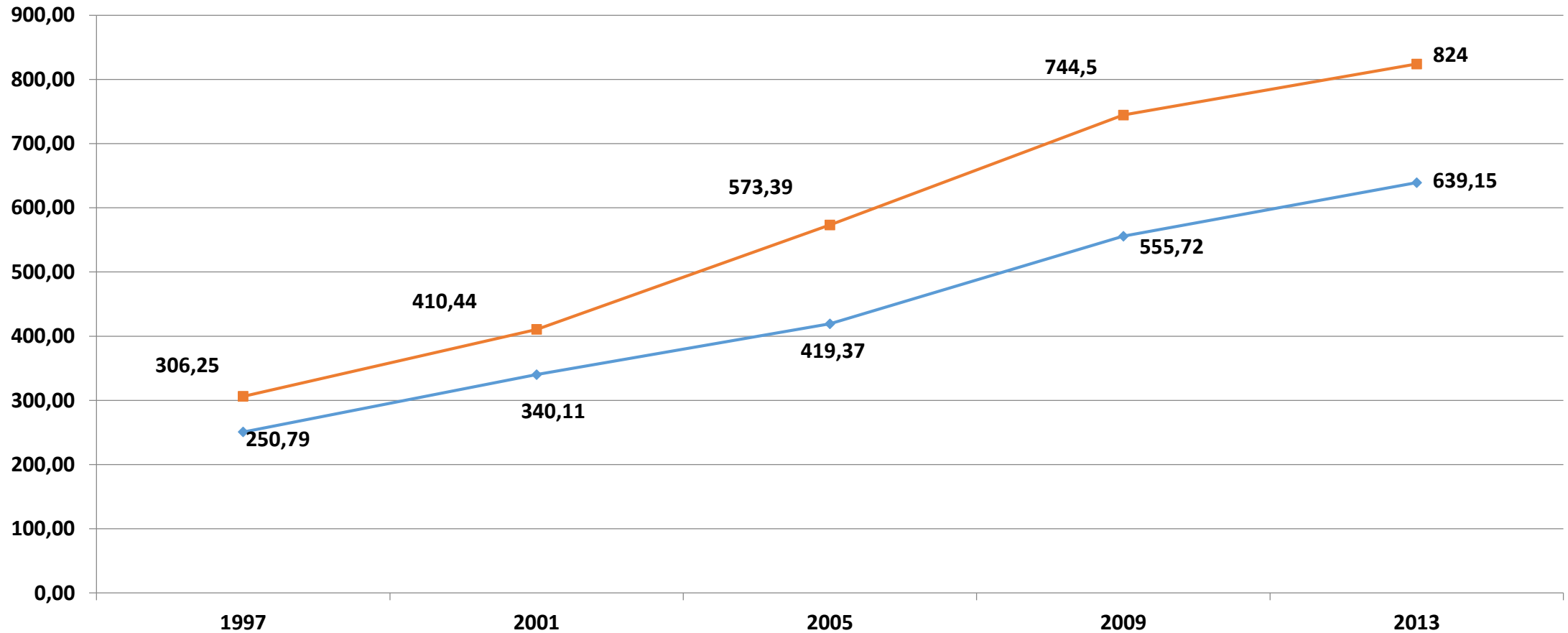


Source: Statistical Office of Slovakia

Main factors

- social and economic changes in Slovakia
- **low wages**
- restructuring of production and sideline production cancelled
- size of AUA per company
- focus on efficiency and productivity
- less employees – more entrepreneurs

Average wages in Slovak economy and agriculture (EUR per employee and month)



Source: Statistical Office of Slovakia

H1: number of employees depends on wages

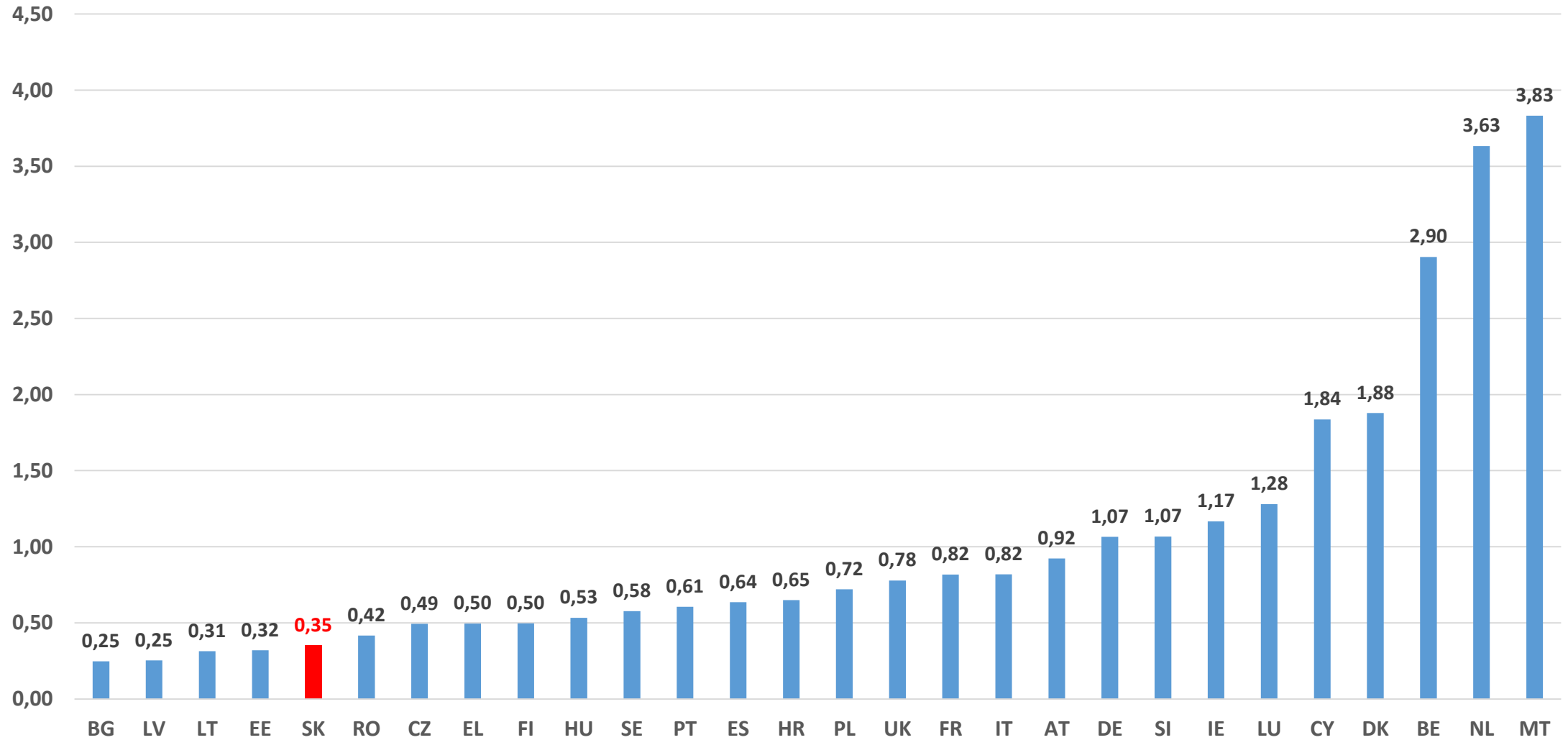
Regression wages (measured by personnel costs)					
	1997	2001	2005	2009	2013
Sig.	0,000	0,000	0,000	0,000	0,000
R ²	0,943	0,940	0,940	0,907	0,905
number of companies	1230	1222	1311	1266	1290

Source: own research

Main factors

- social and economic changes in Slovakia
- low wages
- **restructuring of production and sideline production cancelled**
- size of AUA per company
- focus on efficiency and productivity
- less employees – more entrepreneurs

LSU per ha



Source: Eurostat

H2: number of employees depends on type of production

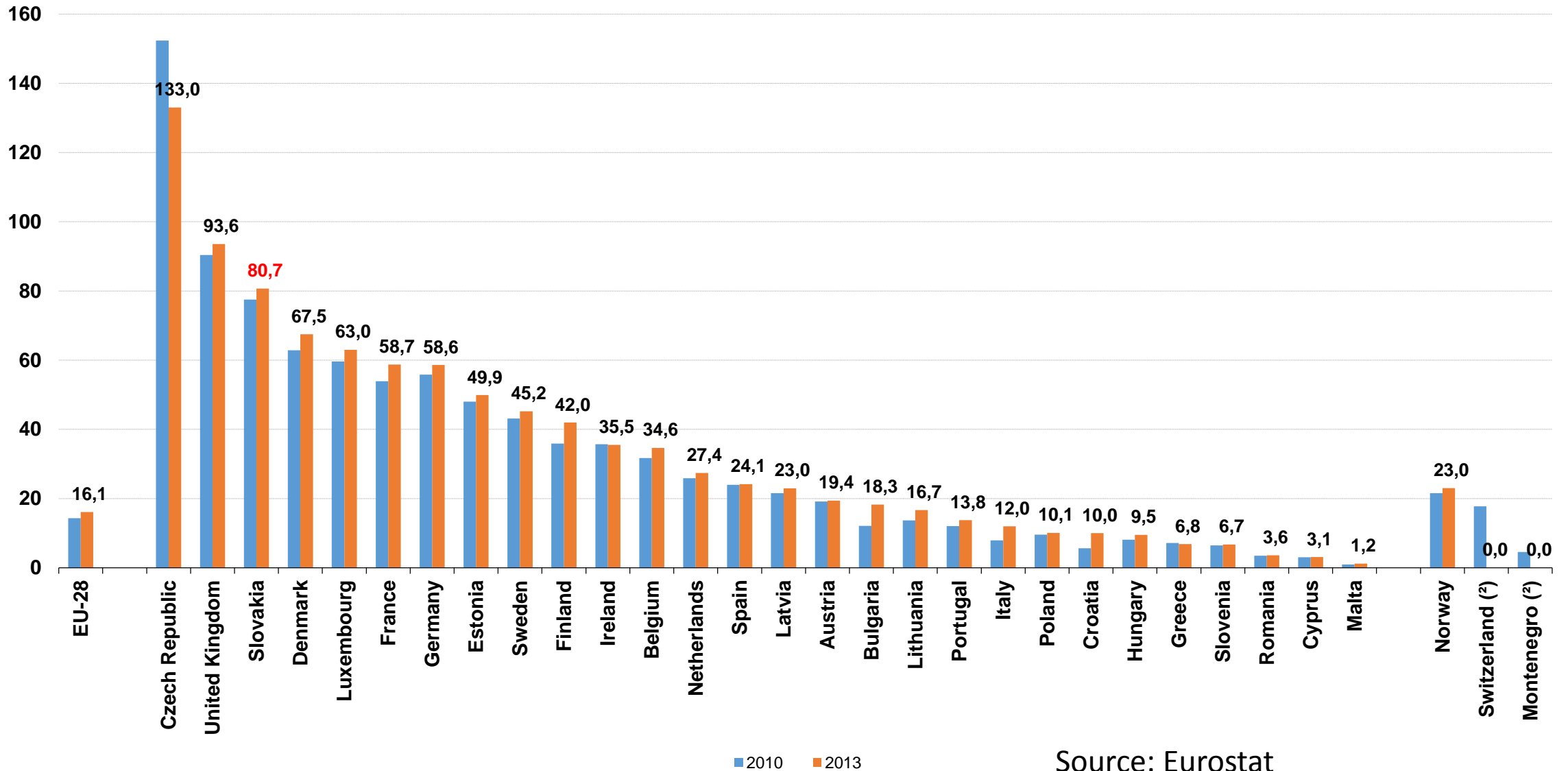
Regression type of production (measured by sales from crop and livestock production)					
	1997	2001	2005	2009	2013
Sig. CP	0,000	0,000	0,012	0,850	0,474
Sig. LVP	0,044	0,373	0,001	0,031	0,221
R ²	0,943	0,940	0,940	0,907	0,905
number of companies	1230	1222	1311	1266	1290

Source: own research

Main factors

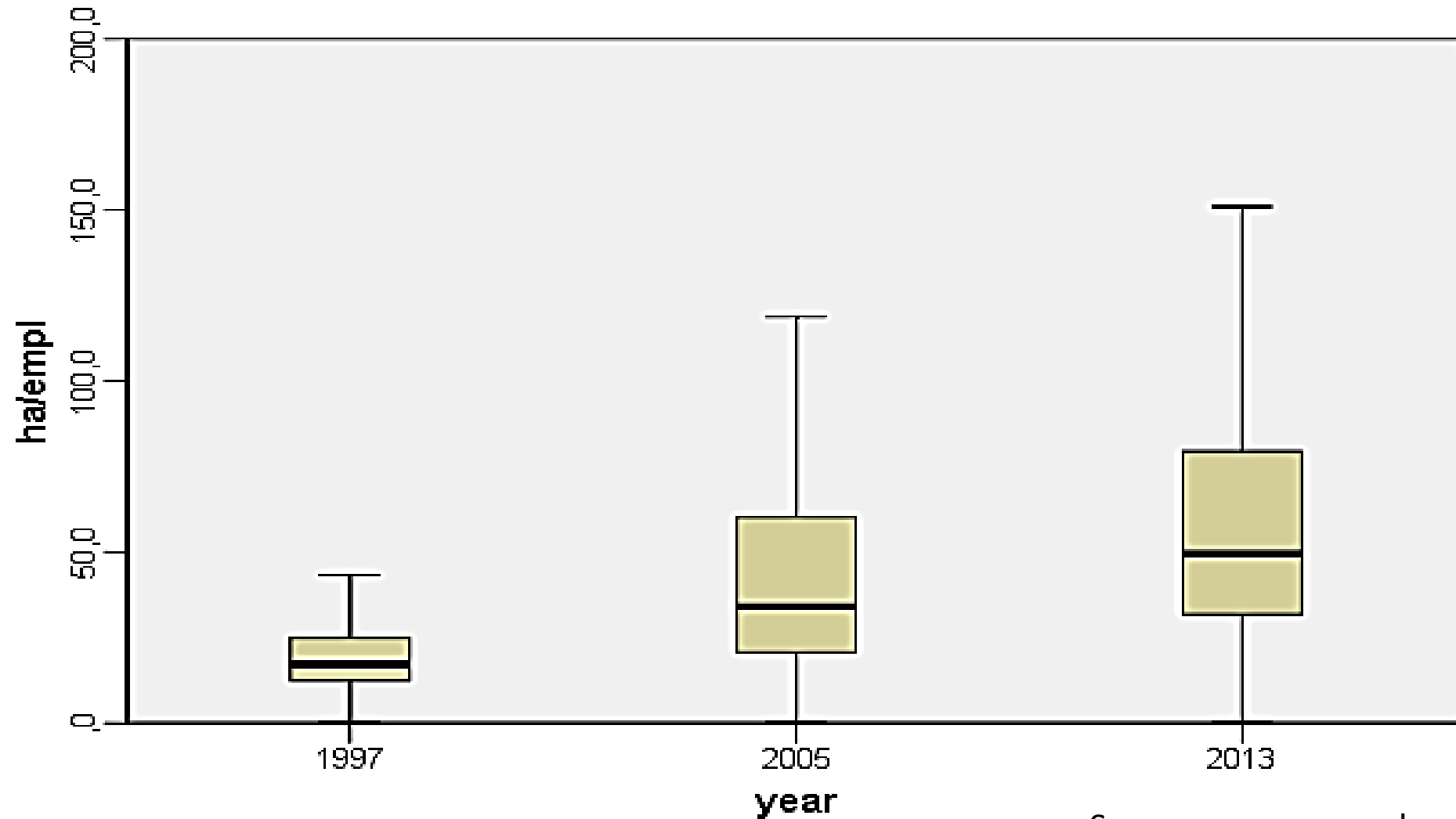
- social and economic changes in Slovakia
- low wages
- restructuring of production and sideline production cancelled
- **size of AUA per company**
- focus on efficiency and productivity
- less employees – more entrepreneurs

Average utilised agricultural area per holding (ha)



Source: Eurostat

Utilized area per employee



Source: own research

H3: number of employees depends on AUA

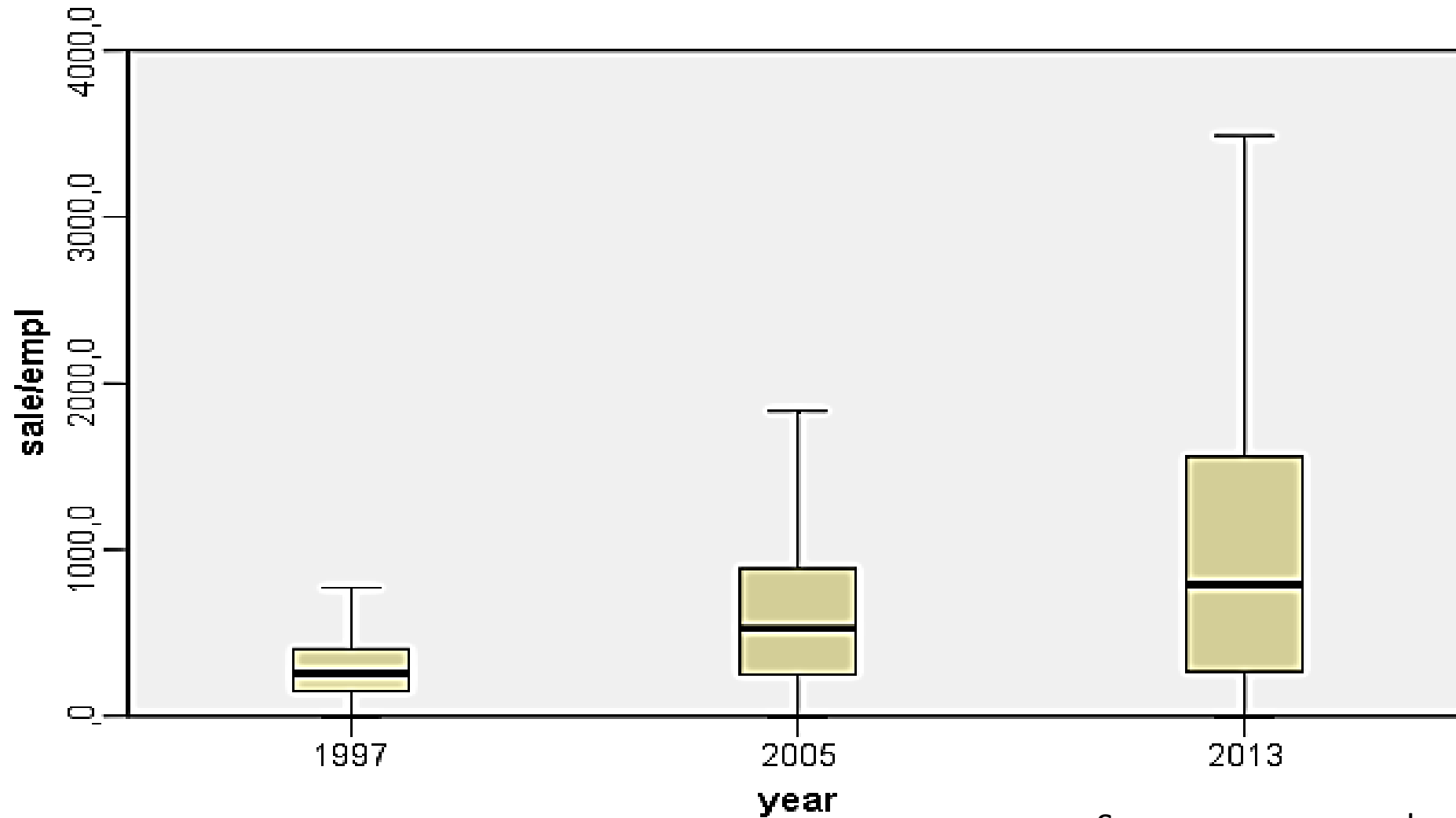
Regression area (measured by AUA)					
	1997	2001	2005	2009	2013
Sig. A	0,000	0,000	0,069	0,000	0,000
R ²	0,943	0,940	0,940	0,907	0,905
number of companies	1230	1222	1311	1266	1290

Source: own research

Main factors

- social and economic changes in Slovakia
- low wages
- restructuring of production and sideline production cancelled
- size of AUA per company
- **focus on efficiency and productivity**
- less employees – more entrepreneurs

Higher productivity



Source: own research

H4: number of employees depends on productivity

Regression productivity (measured by returns)					
	1997	2001	2005	2009	2013
Sig. P	0,436	0,693	0,464	0,949	0,027
R ²	0,943	0,940	0,940	0,907	0,905
number of companies	1230	1222	1311	1266	1290

Source: own research

Main factors

- social and economic changes in Slovakia
- low wages
- restructuring of production and sideline production cancelled
- size of AUA per company
- focus on efficiency and productivity
- **less employees – more entrepreneurs**

Less employees – more entrepreneurs

- share of employees decreased from 92,8% in 2005 to 86,8% in 2014
- share of entrepreneurs increased from 7,4% to 12,1% in 2014
- the number of self-employed in agriculture is increasing
- more flexible contracts with workers

Occurrence of statistical significant effects of selected variables on the employment in Slovak agriculture

	Productivity	Type of production (crop)	Type of production (livestock)	Wages	AUA
1997	-	x	x	x	x
2001	-	x	-	x	x
2005	-	x	x	x	-
2009	-	-	x	x	x
2013	x	-	-	x	x

Source: own research

Thank you

Radovan.Savov@uniag.sk